



# കേരള ഗസറ്റ് KERALA GAZETTE

## അസാധാരണം EXTRAORDINARY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്  
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Thiruvananthapuram,  
Friday

2025 ജൂലൈ 25  
25th July 2025

1200 കർക്കടകം 9  
9th Karkadakam 1200

1947 ശ്രാവണം 3  
3rd Sravana 1947

നമ്പർ  
No.

2746

GOVERNMENT OF KERALA

Labour and Skills (B) Department

### NOTIFICATION

No.B2/297/2024/LBR.

*Dated, Thiruvananthapuram, 23<sup>rd</sup> July, 2025*

*7<sup>th</sup> Karkadakam, 1200*

The following draft rules further to amend the Kerala Factories (Welfare Officers) Rules, 1957 which the Government of Kerala propose to make in exercise of the powers conferred under section 112 of the Factories Act, 1948 (Central Act 63 of 1948) is hereby published for general information as required under sub-section (1) of section 115 of the said Act.



Notice is hereby given that the said draft rules will be taken up for consideration on or after 45 days from the date of publication of this notification and objections or suggestions, if any, which may be received from any person, in respect of the said draft rules on or before the date specified above, will be considered by the Government. Objections or suggestions, if any, shall be addressed to the Secretary to Government, Labour and Skills (B) Department, Government Secretariat, Thiruvananthapuram – 695 001.

### DRAFT RULES

1 *Short title and commencement* – (1) These rules may be called the Kerala Factories (Welfare Officers) (Amendment) Rules, 2025.

(2) They shall come into force at once.

2. *Amendment of the Rules.*– In the Kerala Factories (Welfare Officers) Rules 1957, for rule 4, the following shall be substituted namely:-

" 4. *Qualifications.*- A person shall not be eligible for appointment as a welfare officer unless he,

(A) possesses the following qualifications from a University recognized by the U.G.C or Institution recognized by the State Government or the Central Government, namely:-

- a) a Master's degree in Social Science or Sociology or Social Work; or
- b) any Bachelor's degree with a Postgraduate diploma in Social Science or Sociology or Social Work or Industrial Relations or Labour Laws; or
- c) any Bachelor's degree with a Postgraduate degree or Diploma in Personnel Management or Human Resource Management (with Labour Welfare as a specialization); or
- d) a Bachelor degree in law ((LLB)) with Labour Laws as elective subject or a Masters degree in law (LLM) specializing in Labour Laws; and

(B) Has adequate knowledge of the language spoken by the majority of workers in the factory to which he is to be attached:

Provided that item (B) shall not be applicable in the case of persons whose appointments are made on all India basis."

*By order of the Governor*

Dr. Vasuki K I A S  
*Secretary to Government.*

